



REPORT TO THE CITY COUNCIL

Law Enforcement Transition

A SENSE OF BELONGING



Accomplished Benchmarks and
Project Work in Process

Summary of Findings Received
from the Community Outreach
Meeting on September 24, 2020

Branding – Renderings of Badges,
Patches and Vehicles

TOPICS FOR
DISCUSSION

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Completed

- ▶ Charter and overview created for Project Management Transition Team
- ▶ Define communications and marking plan for community, media and internal stakeholders (anticipated questions, concerns, etc.)
- ▶ Initial development of a proposed budget (start-up/first year) and timelines for expenditures/procurement
- ▶ Logo, badge, and graphic design discussion(s) – formalize decision and vendor selection
- ▶ Policy selection/review (index, inclusions, vendor)
- ▶ Community outreach meeting (specific invites) – SWOC
- ▶ Solidify with UPD transfer of assets (vehicles, radios, weapons, equipment, etc.)

In Process

- ▶ Calculate and formalize remaining vehicles (patrol/command) and capital needs – vendor selection(s)
- ▶ Determine strategic partners for mutual aid, forensics, K9, etc. (shared services)
- ▶ Research compensation along Wasatch-front (salary, benefits, accruals, seniority)

Accomplished Benchmarks and
Project Work in Process

Strengths

- ▶ Local officers. Tie to area. Long-term officers who are familiar with the area and community.
- ▶ Engagement in community events, equates to a stronger the police force
- ▶ Administration, chief and council on the same page
- ▶ Create a distinct culture of officers that includes diversity
- ▶ Budgeting stays within community
- ▶ More community support, rather than shared within multiple municipalities

Weaknesses

- ▶ Officer attrition – must continually attract officers to fill ranks
- ▶ Budget concerns (competing priorities among all city departments and economic downturns)
- ▶ Court battles – actions or inaction of officers
- ▶ Perpetual public/community buy-in (responsibility of city to let public know of benefits)
- ▶ Potential need to raise taxes
- ▶ Identifying and obtaining contracts for special services – K-9, SWAT, etc. (how to replace)
- ▶ Advancement opportunities among officers is more limited
- ▶ Office space limited – and the need to identify additional space
- ▶ Purchasing of equipment and supplies is a high-demand market (e.g. ammunition)

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Opportunities

- ▶ Identify what Taylorsville wants in relationship to current climate, including race relations and use of force – hot button issues in the news
- ▶ Identify culture issues in connection to training (e.g. de-escalation)
- ▶ Rethink the way business is conducted
- ▶ Police involvement with youth programs at a community level
- ▶ Identify and embrace a new internal culture

Challenges

- ▶ Response capabilities to the community with a smaller force
- ▶ Attracting personnel
- ▶ Criminal element – keeping up with technology and training
- ▶ Rules of engagement is a perpetual “moving target” with judgments made after the fact.
- ▶ Hiring restrictions
- ▶ Budget and support to cover all necessary equipment, etc. (long-term view)
- ▶ The city once had a municipal police department – a need to learn from past mistakes

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**THANK YOU FOR THE
CONTINUE SUPPORT**

